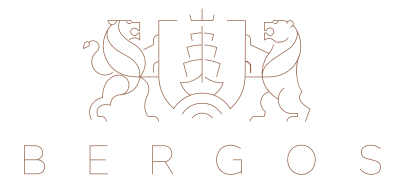




B E R G O S

ESG Briefing

2025 UPDATE



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APRIL 2025



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DR PETER RASKIN

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For us, private banking has always been about the human individual as a whole, addressing not just financial needs but all aspects of their life.



CONVERSATION WITH OUR CEO, DR PETER RASKIN

Reflecting on the past year, what do you consider the bank's most significant achievement?

A major highlight was our first philanthropy event, which celebrated the launch of our philanthropy offering. We are committed to giving back to society, and have made it a priority to help our clients engage in philanthropy, a key driver behind the creation of this philanthropy event. The evening really captured what we stand for – our values and long-term commitment to meaningful impact. We brought together inspiring voices from NGOs, academia, and foundations, who reminded us that we all have a role to play in shaping a better future.

How does Bergos balance its traditional values with the evolving demands of sustainability and ESG?

For us, private banking has always been about the human individual as a whole, addressing not just financial needs, but all aspects of their life. This holistic perspective is what sets us apart, and it naturally extends to sustainability – preserving wealth over generations requires us to consider not just financial returns, but also ESG risks and long-term impact.

Looking ahead, what are your priorities for the bank in the ESG space over the next year?

Our investment team is committed to incorporating ESG criteria into our investment universe and investment processes by the end of 2025. Looking ahead, our focus will increasingly shift toward strengthening the bank's internal ESG practices, which affect not only our own people, but also the communities around us and our environment. We also want to strengthen our culture of giving, by refining our own philanthropic engagements and supporting even further our clients engaged in philanthropic activities.



OUR COMMITMENT TO ESG

The transformative shift towards a more sustainable world keeps on accelerating – and we, at Bergos, have been embracing this urgent need for **environmental stewardship, social equity, and responsible governance.**

OUR COMMITMENT TO ESG

As an actor in the financial industry, we understand that we can play a key role in shifting monetary flows to impactful ventures, and therefore contribute to an overall better and fairer allocation of resources. To that end, our experts are working hands-on to refine our ESG-analysis tools year after year, allowing for an improved identification of ESG opportunities and risks across our investable universe.

But our role extends beyond just that – we strive to educate, raise awareness, and inspire action for a more sustainable future. In this report, we will detail not only how we incorporate ESG into our offerings, but, more importantly, lay out our own commitment to our environment, our society, and our Bergosians.

By empowering our clients, as well as our employees, to engage with ESG principles, we aim to advocate for a more sustainable and equitable future.

OUR PLANET

Contribute to the transition to a low-carbon economy.

OUR SOCIETY

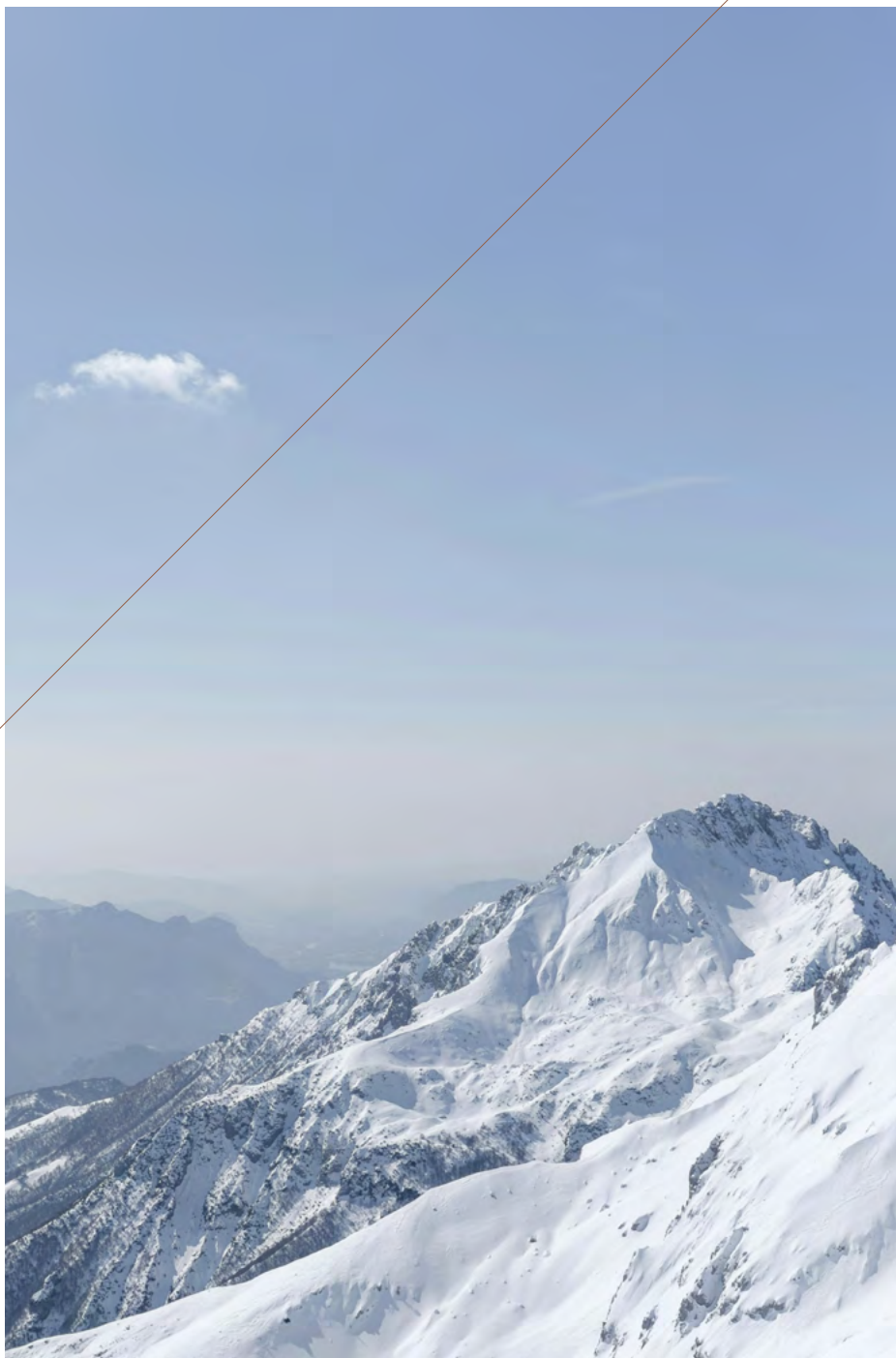
Advocate for equal opportunities and support the next generations.

OUR PEOPLE

Empower our employees to their fullest potential.

OUR OFFERING

Enable thoughtful, value-driven investment decisions, and philanthropic engagement.



OUR PLANET

We are a Swiss Private Bank located in the breathtaking natural landscapes and resources of Switzerland surrounding us. We recognize our share of responsibility in protecting our environment – in this chapter, we share the actions we put in place in 2024 to **minimize our carbon footprint and support sustainable practices internally.**

Achieved in 2024

14



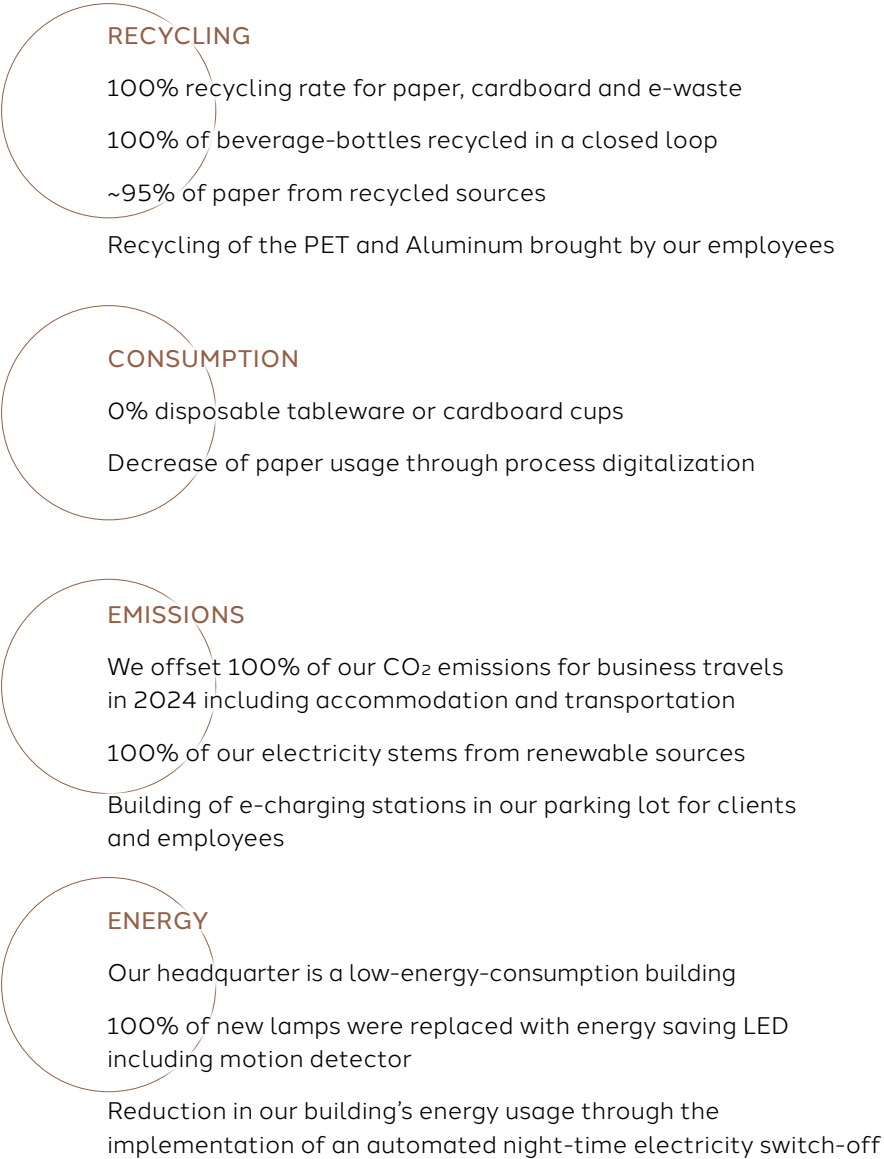
Further digitalization of processes contributing to a steady decrease in paper usage.

New environmental initiative to raise employee awareness with the Bergos Step-Up Challenge: 50% of the employees participated in small teams to collect an average of 8,000 steps per person per day. This challenge helped change our employees’ commuting habits, but also boosted health activities and contributed to a team spirit across the bank.

Offset of our business travel emissions (both transport and accommodation) in 2024.

Already implemented

15



RECYCLING

- 100% recycling rate for paper, cardboard and e-waste
- 100% of beverage-bottles recycled in a closed loop
- ~95% of paper from recycled sources
- Recycling of the PET and Aluminum brought by our employees

CONSUMPTION

- 0% disposable tableware or cardboard cups
- Decrease of paper usage through process digitalization

EMISSIONS

- We offset 100% of our CO₂ emissions for business travels in 2024 including accommodation and transportation
- 100% of our electricity stems from renewable sources
- Building of e-charging stations in our parking lot for clients and employees

ENERGY

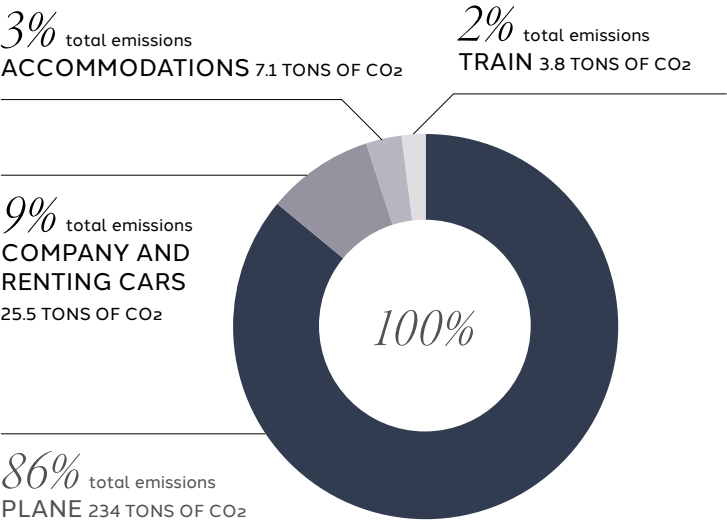
- Our headquarter is a low-energy-consumption building
- 100% of new lamps were replaced with energy saving LED including motion detector
- Reduction in our building’s energy usage through the implementation of an automated night-time electricity switch-off

Our Footprint

At Bergos, we do Human Private Banking. This approach naturally fosters close, direct relationships with our clients worldwide. While we leverage the newest technologies to nurture these close connections even from afar, business travel still remains the primary contributor to our carbon footprint.

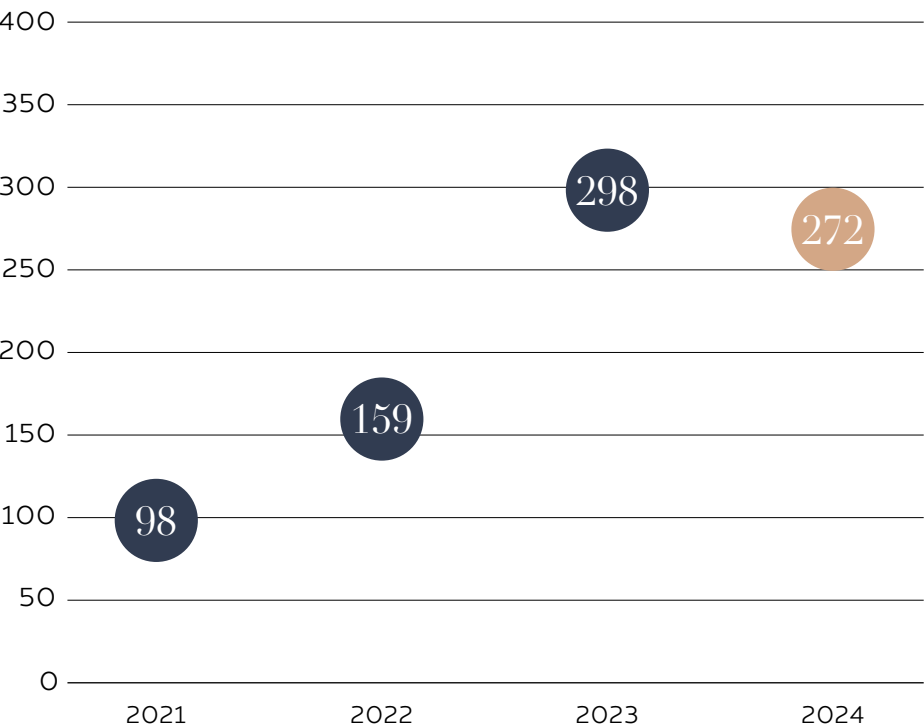
To minimize our environmental impact, we take special care in prioritizing the most eco-friendly transportation and accommodation options. We are proud to report that in 2024, we significantly reduced air travel in favor of rail transportation, contributing to a substantial 8.5%* reduction in our total CO2 emissions.

Recognizing that some emissions are unavoidable, we partner with MyClimate to offset our remaining carbon footprint by supporting clean energy projects around the world.



* based on a combination of precise records from our corporate travel agencies and careful estimations of employee-initiated bookings

TONS OF CO2 EMISSIONS PER YEAR



Total 2024:
272 Tons of CO2*
Reduction compared to 2023:
-8.5%*



As a Human Private Bank, we cultivate values that drive our desire for positive social impact. In this chapter, we lay out the steps we took to support the people and communities that surround us.

20 Philanthropic Engagement

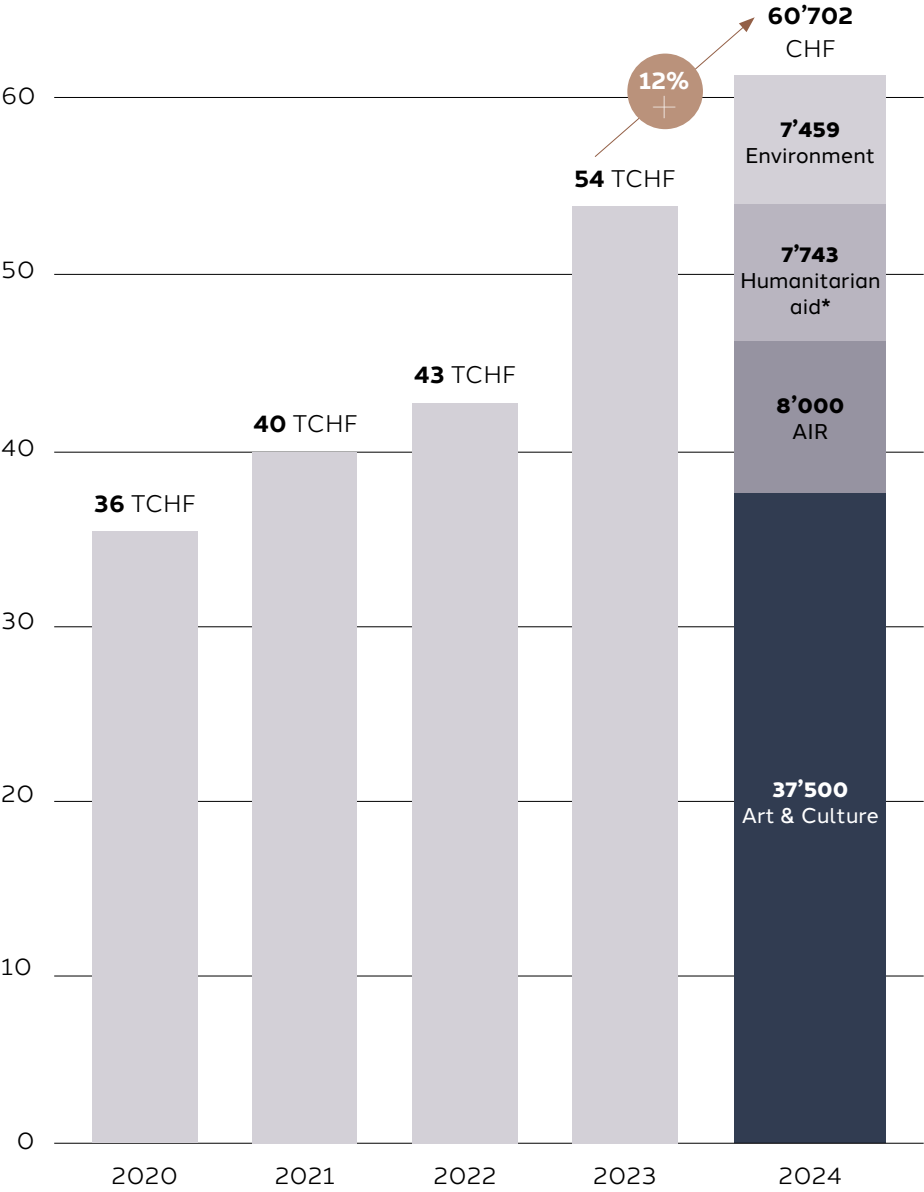
We believe that philanthropy takes many forms – whether through financial contributions, volunteering time, sharing skills and expertise, or fostering partnerships that amplify outcomes. Every act of generosity helps build stronger, more resilient communities.

Our philanthropic engagement spans a wide range of initiatives. From supporting the next generation through, regular donations to the local Weidhalde Children's Shelter and the arts with our sponsorship of young talent at the Zürich Opernhaus, to offsetting CO2 emissions from our business travels – we strive to actively contribute to shaping a better future.

DONATIONS OF BERGOS EMPLOYEES 2024



DONATIONS OF BERGOS PRIVATE BANK



*from which CHF 5000 pledged in 2024 and donated in beginning of 2025

Christmas Donation

THE TRADITION LIVES ON!

It has been a few years now that, inspired by the Christmas spirit of generosity and kindness, our Bergosians come together to bring joy to the children at the shelter Weidhalde.

2024 was no exception, and their engagement grew even bigger. Through a collective and generous giving action, 12 thoughtful gifts were prepared for the children, along with a remarkable donation of over CHF 5'500 to support their day-to-day activities. We are very proud to see this giving tradition of the holiday season growing in importance each year – this perfectly captures the values we hold dear as a bank.



AIR Program

At Bergos, we are all about art and creativity and take pride in championing young and emerging talents through our Bergos AIR Program.

Since 2021, our Bergos AIR Program strives to provide talented young artists with the resources and opportunities they need to grow, experiment, and thrive. In 2024, our AIR Artist was Hugh Cutting, a renowned countertenor who embraced an extraordinary year of creativity, performance, and personal growth. We are very proud to have supported Hugh as he reached key milestones in his career and further solidified his place in the classical music world.

More information on our artists can be found online:
www.bergosnext.ch/air

BACKGROUND ABOUT THE AIR PROGRAM

The pandemic had a devastating impact, especially on young musicians and visual artists who were struggling to make ends meet and continue to feel the long-term effects of this difficult time today. Despite this, their creative output continues to bring comfort to many of us. Since the world is filled with incredible musical talent, it is important that we support these artists, so that they can continue to create what we love. We need to help so they can come up for some AIR!





OUR BERGOSIANS

Our Bergosians are the driving force behind everything we achieve. In this chapter, we highlight the steps we took **to support and empower our people and culture in 2024.**

Living our Core Values

RECOGNIZING EXCELLENCE

We value the hard work and achievements of our Bergosians. In 2024, 16% of our full-time employees were promoted, reflecting our commitment to reward excellence and encourage career growth. We recognize the talent of our young professionals, offering them leading functions from an early stage on.

PROMOTING LIFELONG LEARNING

We are committed to fostering a culture of continuous learning by offering our employees access to a wide range of certifications and online courses. In 2024, we expanded our online training options on the Swiss Learning Hub. In addition, we offered various hybrid learning formats to develop employees' skills in using artificial intelligence, enabling our teams to remain agile and excel in a rapidly evolving work environment.

CHAMPIONING EQUAL OPPORTUNITIES

We are proud to be an inclusive workplace, where we value humans beyond gender. Since 2024, our contracts and relevant guidelines are gender-neutral. Dedicated to supporting new parents, Bergos offers a paternity leave of up to 14 weeks, matching the maternity leave, and flexible part-time work models to ease the transition back into the office. These efforts highlight our modern vision of gender, family dynamics, and work-life balance.

Fostering an Inclusive and Supportive Culture

EMPOWERING WOMEN

Through our Bergos Women Network, we have created a platform for our female employees to connect, learn, and grow. In 2024, we organized 6 Ladies' Lunches, a variety of sports sessions, and a networking event featuring inspiring speakers, all aimed at empowering women across our organization and beyond. In 2024, the share of female employees, measured in full-time equivalents, stands at 38%, highlighting the significant impact of ongoing efforts to promote gender diversity.

ENABLING LEADERSHIP

This year, we strengthened our company culture by focusing on leadership development through targeted coaching sessions for team heads, our "enablers".

ENRICHING OUR CULTURE

Our Culture Circle brought employees together through cultural outings, including an opera performance, a visit of the backstage to the Zürich Opernhaus, and an art market introduction at the Kunsthaus Zürich, promoting community and shared learnings.



OUR OFFERING

We acknowledge that ESG factors can have an impact on investments, from risk management to long-term opportunities. This is why we have fully integrated **ESG principles into our investment processes and across our liquid investment solutions**, ensuring that ESG factors are considered in our analysis. In addition, Bergos now helps clients to think beyond financial returns, and drive impact through philanthropic engagement.

Achieved Milestones

STRENGTHENING OF OUR ESG EXPERTISE

As ESG considerations become more central to investment decision-making, we continuously strive to strengthen our in-house expertise. **In 2024, our ESG Investments Team further deepened its knowledge** through specialized ESG courses and certifications, ensuring they effectively navigate the evolving sustainable investing landscape. Additionally, our investment professionals receive regular dedicated training on our in-house ESG framework and approach, strengthening our ability to consistently apply it in investment advice and decisions, and thereby better support our clients in aligning their investments with their values.

ENHANCING OUR ESG OFFERING

We are steadily enhancing our ESG investment solutions to better serve our clients' evolving needs. **In 2024, we continued expanding the quality and reach of our ESG offering** by integrating ESG factors more comprehensively into our discretionary services. We have continued to improve our proprietary ESG scoring framework by incorporating new insights and refinements to better assess ESG risks, opportunities, and potential impacts, and have expanded it to new asset classes (e.g. liquid alternatives).

LAUNCHING OUR PHILANTHROPIC OFFERING

In 2024, we took our philanthropic commitment further by **launching our dedicated philanthropic offering to empower our clients** in their own giving journeys. With tailored guidance, we assist in establishing the right giving structures and selecting high-impact projects. By leveraging our expertise and partnerships with specialists in the field, we ensure that each client's contribution aligns with their values and aspirations – and drives meaningful, sustainable change.

2025

INVESTMENT

- Continuous training of our investment professionals in ESG
- Roll-out of ESG into our discretionary portfolio management offering
- Internal and external training of relationship managers on ESG-relevant topics

EMPLOYEES

- Increase volunteering activities among employees
- Conduct employee satisfaction survey
- Develop an educational program, incl. personal development, support directly on our SharePoint intranet
- Continue cultural activities for all employees, and coaching for team leaders

SOCIETY

- Continue our impact assessment to obtain the B-Corp Certification
- Increase donations by 10%, and refine long-term philanthropy engagements and targets for Bergos
- Repeat philanthropy event with the aim to inspire more individuals to engage philanthropically

ENVIRONMENT

- Continue digitalization of processes
- Keep offsetting CO2 emissions
- Reduce CO2 footprint by developing policy for responsible business travels
- Start monitoring and recording water usage

2026–2027

- Continue educating our clients on ESG topics, and the potential improvement of the impact of their investments

- Creation of a Bergos Sports Club – e.g. subsidized gym membership or sponsoring of sports events
- Empower and engage employees through feedback mechanisms beyond direct reporting lines
- Support further women leadership through the strengthening of our Bergos Women Network

- Expand our network in philanthropy to foster exchange and catalyze change

- Implement policy and guidelines to promote environmentally friendly practices in virtual offices
- Develop and implement responsible water usage policies



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